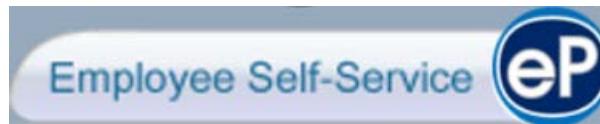



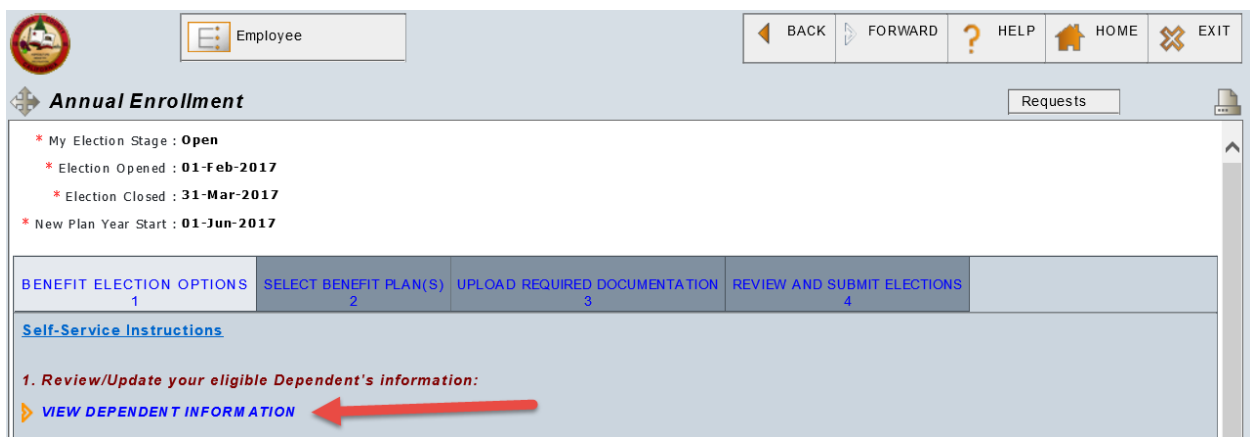
EMPLOYEE SELF-SERVICE




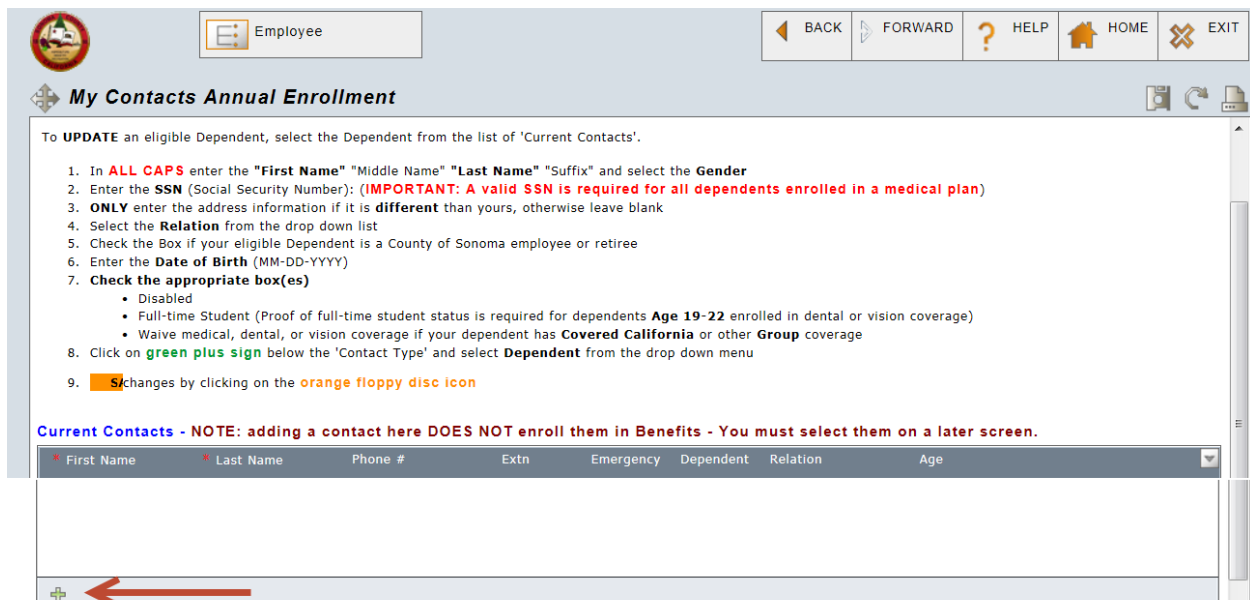
ANNUAL ENROLLMENT INSTRUCTIONS

To ADD or Update an eligible Dependent (including adding Primary Care Provider numbers for all Medical Plan dependents)

1. Click on the Annual Enrollment link in Employee Self Service. Select tab 1 '**BENEFIT ELECTION OPTIONS**'
2. Click on  **VIEW DEPENDENT INFORMATION**



3. The 'My Contacts Annual Enrollment' screen will appear. Follow the instructions on the page to edit or update your dependents. Click on the green  to add a dependent.



4. Add Primary Care Provider number to each Medical Dependent if you are enrolling in Sutter Health Plus or Western Health Advantage. **If you are waiving any coverage for your dependent, mark the box for each coverage being waived.**


1 - 5 of 5



NOTE: Please enter the name in ALL CAPS. ONLY enter the address if it is different than yours, otherwise leave blank. IMPORTANT: A valid SSN is required for all dependents enrolled in a medical plan.

* First Name ALL CAPS : **SPOUSE**
Middle Name ALL CAPS :
* Last Name ALL CAPS : **SMITH**
Suffix :
Gender : **Male**
SSN : **111-11-1111**
Address 1 ALL CAPS : **111 STATE ST**
Address 2 ALL CAPS :
City ALL CAPS : **YOUR TOWN**
State, Country : **California, USA**
Zip Code : **95403**


Relation : **Spouse**
County Empl /Retiree : ☐
Date of Birth (MM-DD-YYYY) : **11-Nov-1970**
Phone # :
Extn :
Alt. Phone # :
Alt. Phone Extn :
Cellular # :
E-mail :
Disabled : ☐
Full-time Student : ☐
Waive Medical Coverage : ☐
Waive Dental Coverage : ☐
Waive Vision Coverage : ☐
Primary Care Provider : **ABCD125484**

You **MUST** select the Contact Type "Dependent" for all contacts you want to cover on your Benefits (See #8 above)

5. If you Add a new record or Update existing records, make sure you enter everything in ALL CAPS and select the floppy disc icon  near the top right side of the page to save your changes.

  Employee



BACK FORWARD ? HELP HOME EXIT

 **Contact Information**

To Add or update a Dependent (aka: Contact): Build a list of all eligible dependents here first. Later you will indicate which plans each is enrolled in.
To Add a Dependent not already on your list:

1. Click on the **green plus sign** below the **Current Contacts** section.

6. Once you are finished entering all of your eligible dependents you can click on the BACK arrow at the top of the screen to return to the "Annual Enrollment" screen where you will be able to add your dependents to your benefit plans.

  Employee

BACK FORWARD ? HELP HOME EXIT

Select Benefit Plan(s)

1. Select tab 2 “**SELECT BENEFIT PLAN(S)**”
2. For each plan listed (Vision, Medical, Dependent Life, Supplemental Life and Delta Dental) select the circle under “Select Coverage” to make your benefit plan elections.
3. If you select a change in coverage for any of your health plans and it affects your dependents, you must click on the magnifying glass next to the “Dependents” box to verify that the correct dependents are on each plan.

* Plan : **Vision 24PP**

Election Intro Text : ***Please note: Vision coverage cannot be declined.**


Vision premiums are paid by the County for full-time employees and are prorated for eligible part-time employees.

For information on Vision Service Plan Benefit Highlights, please click the ['Plan Highlights'](#) link below.

If you select 'Family Coverage' click on the magnifying glass below to confirm that all of your eligible dependents are listed under 'Selected Values'. If your dependents are not listed correctly under 'Selected Values', then go to the Step-by-Step instructions on how to add or remove dependents. The ['How to Add or Remove Dependents'](#) link can be found at the top of this page.

[Plan Highlights](#)

Current Coverage : **Family Coverage**

Dependents (Must be included here): 

Plan	Level of Coverage	Select Coverage	Full-Time Employee Pay Period Deduction	Full-Time County Pay Period Contribution
Vision 24PP	Self Coverage	<input type="radio"/>	0.00	8.31
Vision 24PP	Family Coverage	<input checked="" type="radio"/>	0.00	8.31
	Coverage To Be Decided	<input type="radio"/>		

4. After clicking on the magnifying glass, your list of available dependents will pop-up. Select each dependent you would like to add to your plan from the left “Available Values” box and click the arrow to move them to the right “Selected Values” box, then “Submit.”

List of Contacts Associated with an Employee CLOSE

Available Values

Male, Spouse,

Female, Daught

Female, Daughte

Selected Values

To add only selected dependent

To add all dependents

SUBMIT

CANCEL

To remove a dependent from a plan, select the dependent and click the arrow to move them from the right “Selected Values” box to the left “Available Values” box, then “Submit.”

List of Contacts Associated with an Employee CLOSE

Available Values

Male, Spouse,

Female, Daught

Female, Daughte


Selected Values

To remove all dependents

To remove only selected dependent


SUBMIT

CANCEL




If you need to get back to the 'Contact Information' screen to make edits to your dependents, click on tab 1 "**BENEFIT ELECTION OPTIONS**" and then click  **VIEW DEPENDENT INFORMATION**.

- You must make a medical plan election. If you are choosing not to enroll in medical coverage, choose one of the "Not Enrolled Medical" options.

Not Enrolled Medical	Declined - Covered by an Individual Plan	<input type="radio"/>	0.00	0.00
Not Enrolled Medical	Declined - No Other Group Coverage & No Covered CA	<input type="radio"/>	0.00	0.00
Not Enrolled Medical	Declined - No Reason Provided	<input type="radio"/>	0.00	0.00
Not Enrolled Medical	Waived - Other Group Coverage or Covered CA	<input type="radio"/>	0.00	0.00

- Before you can validate your elections, you will have to click on the  **SIGN-ARBITRATION** link to complete the Arbitration Agreement form for the selected medical plan.



Current Coverage : **Self**

Dependents (Must be included here):
 **SIGN-ARBITRATION** 
 **TO REOPEN: CLICK HERE, THEN RESELECT SIGN-ARBITRATION ABOVE**

Plan	Level of Coverage	Select Coverage	Full-Time Employee Pay Period Deduction	Full-Time County Pay Period Contribution
County Health Plan EPO 24PP	Self	<input type="radio"/>	255.19	278.50
County Health Plan EPO 24PP	Self + 1 IRS Qualified Dependent	<input type="radio"/>	486.03	556.50
County Health Plan EPO 24PP	Self + 1 Non-IRS Qualified Dependent	<input type="radio"/>	486.03	556.50
County Health Plan EPO 24PP	Self + 1 Non-IRS Qualified + 1 Qualified Dependent	<input type="radio"/>	666.70	787.50
County Health Plan EPO 24PP	Self + 2 Non-IRS Qualified Dependents	<input type="radio"/>	666.70	787.50

How to fill out the Arbitration Agreement form:

- First, you will populate the Primary Care Provider field if you are electing Sutter Health Plus or Western Health Advantage.
- Then, you will make an election after each Arbitration Agreement to state whether or not you are electing the plan and agreeing to the Arbitration Agreement.
- You will also indicate that you acknowledge and agree to the selected Health Plan's Arbitration Agreement by completing Question 6.
- Finally, you will select "COMPLETE," when the form has been completed.

If you change your medical plan election after completing the form, you will have to click on the link  **TO REOPEN: CLICK HERE, THEN RESELECT SIGN-ARBITRATION ABOVE**. You will then have to complete the  **SIGN-ARBITRATION** form again.

SIGN ARBITRATION

- [1] If you are enrolling in Sutter Health Plus or Western Health Advantage, please provide your Primary Care Provider's ID number

- [2] **WESTERN HEALTH ADVANTAGE REQUIRED ENROLLMENT LANGUAGE - ARBITRATION**

Western Health Advantage Arbitration Agreement

By signing below, I acknowledge that I have read, understand and agree to the terms and arbitration agreement stated below. A reproduction of this form shall be valid as an original.

A. On behalf of myself and my eligible Dependents, I hereby apply for health care services coverage offered by Western Health Advantage (WHA) through my Employer, and agree to be bound by the WHA Group Service Agreement, Evidence of Coverage and Disclosure Form, and this Enrollment/Change Form.

B. **ARBITRATION AGREEMENT:** I AGREE AND UNDERSTAND THAT ANY AND ALL DISPUTES BETWEEN MYSELF (INCLUDING ANY HEIRS OR ASSIGNS) AND WESTERN HEALTH ADVANTAGE, INCLUDING CLAIMS OF MEDICAL MALPRACTICE (THAT IS AS TO WHETHER ANY MEDICAL SERVICES RENDERED UNDER THE HEALTH PLAN WERE UNNECESSARY OR UNAUTHORIZED OR WERE IMPROPERLY, NEGLIGENTLY OR INCOMPETENTLY RENDERED), EXCEPT FOR SMALL CLAIMS COURT CASES AND CLAIMS SUBJECT TO ERISA, SHALL BE DETERMINED BY SUBMISSION TO BINDING ARBITRATION. ANY SUCH DISPUTE WILL NOT BE RESOLVED BY A LAWSUIT OR RESORT TO COURT PROCESS, EXCEPT AS CALIFORNIA LAW PROVIDES FOR JUDICIAL REVIEW OF ARBITRATION PROCEEDINGS. THE PARTIES, INCLUDING ANY HEIRS OR ASSIGNS, TO THIS ARBITRATION AGREEMENT ARE GIVING UP THEIR CONSTITUTIONAL RIGHT TO HAVE ANY SUCH DISPUTE DECIDED IN A COURT OF LAW BEFORE A JURY, AND INSTEAD ARE ACCEPTING THE USE OF BINDING ARBITRATION.

☐ I am not enrolling in Western Health Advantage.

☒ I am enrolling in Western Health Advantage and I am agreeing to the arbitration language.

- [3] **SUTTER HEALTH PLUS REQUIRED ENROLLMENT LANGUAGE - ARBITRATION**

BINDING ARBITRATION

Sutter Health Plus (SHP) handles and resolves Member disputes through grievance, appeal and Independent Medical Review processes. However, in the event that a dispute is not resolved in those processes, SHP uses binding arbitration as the final method for resolving all such disputes.

As a condition of your membership in Sutter Health Plus, you agree that any and all disputes between yourself (including any heirs or assigns) and Sutter Health Plus, including claims of medical malpractice (that is as to whether any Medical Services rendered under the health plan were unnecessary or unauthorized or were improperly, negligently or incompetently rendered), except for Small Claims Court cases and claims subject to ERISA, shall be determined by binding arbitration. Any such dispute will not be resolved by a lawsuit or resort to court process, except as California law provides for judicial review of arbitration proceedings. You and Sutter Health Plus, including any heirs or assigns to this Agreement, are giving up their constitutional right to have any such dispute decided in a court of law before a jury, and instead are accepting the use of binding arbitration.

I hereby agree to give up my/our right to a jury trial and accept the use of binding arbitration. I understand that the full arbitration provision is contained in the Group Subscriber Contract and Evidence of Coverage and Disclosure Form.

☒ I am not enrolling in Sutter Health Plus.

☐ I am enrolling in Sutter Health Plus and I am agreeing to the arbitration language.

CONTINUE

SIGN ARBITRATION

- [4] **ANTHEM REQUIREMENT FOR BINDING ARBITRATION**

ALL DISPUTES BETWEEN YOU AND ANTHEM BLUE CROSS AND/OR ANTHEM BLUE CROSS LIFE AND HEALTH INSURANCE COMPANY, INCLUDING BUT NOT LIMITED TO DISPUTES RELATING TO THE DELIVERY OF SERVICE UNDER THE PLAN/POLICY OR ANY OTHER ISSUES RELATED TO THE PLAN/POLICY AND CLAIMS OF MEDICAL MALPRACTICE, MUST BE RESOLVED BY BINDING ARBITRATION, IF THE AMOUNT IN DISPUTE EXCEEDS THE JURISDICTIONAL LIMIT OF SMALL CLAIMS COURT AND THE DISPUTE CAN BE SUBMITTED TO BINDING ARBITRATION UNDER APPLICABLE FEDERAL AND STATE LAW, INCLUDING BUT NOT LIMITED TO, THE PATIENT PROTECTION AND AFFORDABLE CARE ACT. *California Health and Safety Code Section 1363.1 and Insurance Code Section 10123.19 require specified disclosures in this regard, including the following notice: It is understood that any dispute as to medical malpractice, that is as to whether any medical services rendered under this contract were unnecessary or unauthorized or were improperly, negligently or incompetently rendered, will be determined by submission to arbitration as permitted and provided by federal and California law, including but not limited to, the Patient Protection and Affordable Care Act, and not by a lawsuit or resort to court process except as California law provides for judicial review of arbitration proceedings. Both parties to this contract, by entering into it, are giving up their constitutional right to have any such dispute decided in a court of law before a jury, and instead are accepting the use of arbitration. YOU AND ANTHEM BLUE CROSS AND/OR ANTHEM BLUE CROSS LIFE AND HEALTH INSURANCE COMPANY AGREE TO BE BOUND BY THIS ARBITRATION PROVISION. YOU ACKNOWLEDGE THAT FOR DISPUTES THAT ARE SUBJECT TO ARBITRATION UNDER STATE OR FEDERAL LAW THE RIGHT TO A JURY TRIAL, THE RIGHT TO A BENCH TRIAL UNDER CALIFORNIA BUSINESS AND PROFESSIONS CODE SECTION 17200, AND/OR THE RIGHT TO ASSERT AND/OR PARTICIPATE IN A CLASS ACTION ARE ALL WAIVED BY YOU. Enforcement of this arbitration clause, including the waiver of class actions, shall be determined under the Federal Arbitration Act ("FAA"), including the FAA's preemptive effect on state law. By providing your "wet or electronic" signature below, you acknowledge that such signature is valid and binding.*

☒ I am not enrolling in County Health Plan / Anthem Blue Cross.

☐ I am enrolling in County Health Plan / Anthem Blue Cross and I am agreeing to the arbitration language.

- [5] **KAISER FOUNDATION HEALTH PLAN REQUIRED ENROLLMENT LANGUAGE - ARBITRATION**

For employees selecting a Kaiser Permanente Plan

Kaiser Foundation Health Plan Arbitration Agreement

I understand that (except for Small Claims Court cases, claims subject to a Medicare appeals procedure or the ERISA claims procedure regulation, and any other claims that cannot be subject to binding arbitration under governing law) any dispute between myself, my heirs, relatives, or other associated parties on the one hand and Kaiser Foundation Health Plan, Inc. (KFHP), any contracted health care providers, administrators, or other associated parties on the other hand, for alleged violation of any duty arising out of or related to membership in KFHP, including any claim for medical or hospital malpractice (a claim that medical services were unnecessary or unauthorized or were improperly, negligently, or incompetently rendered), for premises liability, or relating to the coverage for, or delivery of, services or items, irrespective of legal theory, must be decided by binding arbitration under California law and not by lawsuit or resort to court process, except as applicable law provides for judicial review of arbitration proceedings. I agree to give up our right to a jury trial and accept the use of binding arbitration. I understand that the full arbitration provision is contained in the *Evidence of Coverage*.

By selecting "I agree with the arbitration agreement" button in item #6 and clicking the **Complete** button below, I understand that this action will serve as my electronic signature of agreement to the conditions provided in the Kaiser Foundation Health Plan Arbitration Agreement (above) and that by law this electronic signature will have the same effect as a signature on a paper form.

Note: If you do not wish to accept the arbitration agreement above you must [exit this screen](#) to go back to the plan selection screen and make a new medical plan selection.

☒ I am not enrolling in Kaiser Foundation Health Plan.

☐ I am enrolling in Kaiser Foundation Health Plan and I am agreeing to the arbitration language.

- [6] **Please acknowledge and agree to the arbitration agreement for your selected health plan.**

☒

I agree with the arbitration agreement.

COMPLETE

7. If you are going to elect Supplemental Life coverage you will need to print, fill out and upload the Hartford Beneficiary form. You can print the Beneficiary form by clicking on the Plan Highlights or Form link below the plan description

* Plan : **Supplemental Life**


Election Intro Text : **During Annual Enrollment, you can apply for Supplemental Life Insurance coverage or request a coverage level change.**

Total Life Insurance coverage (Basic + Supplemental) is not to exceed \$500,000.

Supplemental Life Insurance is employee paid. The cost is based on your age on the last calendar day of the year (December 31st) and the amount of coverage approved.

To view your current Basic and Supplemental Life Insurance election:
Select the HOME button at the top of this page in the menu bar and then select 'Current Benefits (with Dependent(s))' in the Benefits section.

To Change or Update your Beneficiary information:
Complete and sign the Beneficiary Designation Form by selecting the '**Plan Highlights or Form**' link below. If you do not know who you have listed as your beneficiaries, please fill out and upload a new form even if it may be the same as your current one on file. Upload completed and signed form on Tab 3 'UPLOAD REQUIRED DOCUMENTATION'

[Plan Highlights or Form](#) 

8. You will also need to upload the signed form on tab 3 **UPLOAD REQUIRED DOCUMENTATION**. Instructions for uploading documents are on page 9 of this document.

Validate Elections

1. Once all changes have been made and there are no plans with “Coverage To Be Decided” selected, then scroll down to the bottom of tab 2 “SELECT BENEFIT PLAN(S)” and click on “Validate Elections”

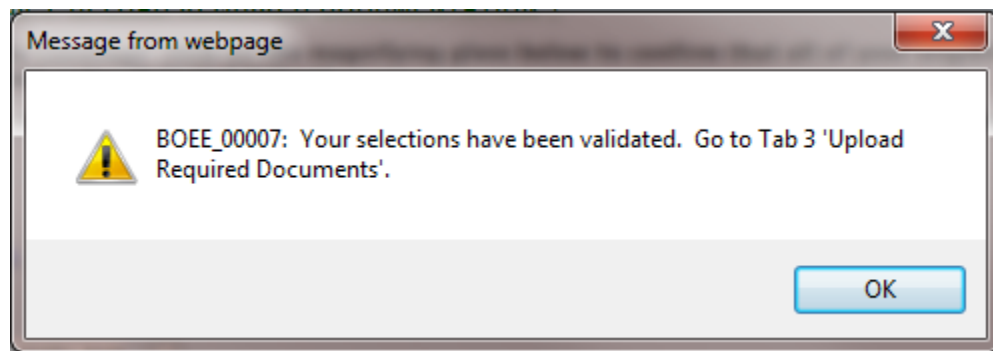
2. Ensure accuracy by clicking 'VALIDATE ELECTIONS' below. After validation, proceed to Tab 3 'UPLOAD REQUIRED DOCUMENTATION'.

▶ **VALIDATE ELECTIONS**

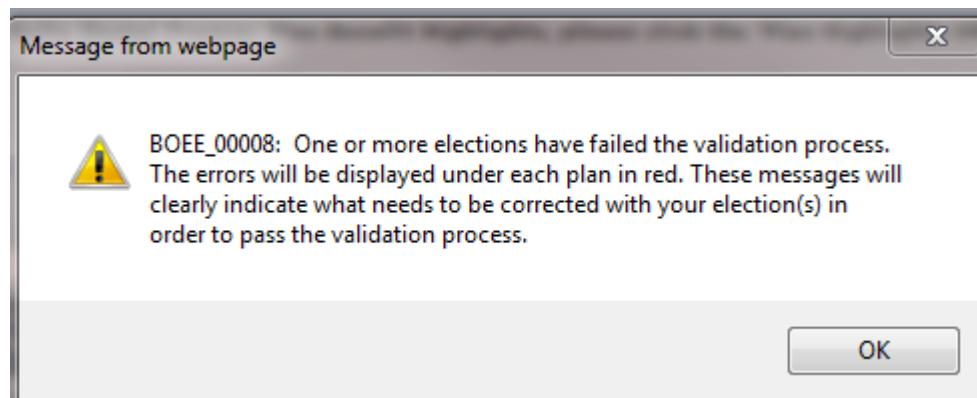
If you have questions regarding your benefits call 707-565-2900 or email benefits@sonoma-county.org

We encourage you to review the [Annual Enrollment Website](#) to go over your plan options.

2. A message box will appear on the screen with either “Your selections have been validated” or “One or more elections have failed the validation process” Click OK.




OR



Below are some of the 'error' examples:

1. This is where the employee chose 'Family Coverage' but did not add dependents to the plan. They need to click on the magnifying glass and attach their dependents.

Current Coverage : **Family Coverage**

Dependents (Must be included here) : 

Plan	Level of Coverage	Select Coverage	Full-Time Employee Bi-Weekly Deduction	Full-Time County Bi-Weekly Contribution
Vision	Self Coverage	<input type="radio"/>	0	7.91
Vision	Family Coverage	<input checked="" type="radio"/>	0	7.91
	Coverage Declined	<input type="radio"/>		
	Coverage To Be Decided	<input type="radio"/>		

Corrections are needed to this plan selection. Please verify that you have added all eligible dependents, selected the correct plan and coverage level or declined coverage.

Please Note : **This coverage requires dependents to be elected.**

2. This is where the employee left the Level of Coverage as 'Coverage To Be Decided'. They need to choose either an actual coverage, 'Waive' or 'Coverage Declined'.


Current Coverage : **Dependent Life**

Dependents (Must be included here) :

Plan	Level of Coverage	Select Coverage	Full-Time Employee Bi-Weekly Deduction	Full-Time County Bi-Weekly Contribution
Dependent Life	Dependent Life	<input type="radio"/>	0.23	
	Coverage Declined	<input type="radio"/>		
	Coverage To Be Decided	<input checked="" type="radio"/>		

Corrections are needed to this plan selection. Please verify that you have added all eligible dependents, selected the correct plan and coverage level or declined coverage.

Please Note : **A decision must be made for the plan LIFE-DEPENDENT.**

3. This is where the employee forgot to complete the  **SIGN-ARBITRATION** screens linked above the medical plans.

Western Health Advantage Extra Help HMO	Self + 2 Non-IRS Qualified Dependents	<input type="radio"/>	744.32	200.00
Western Health Advantage Extra Help HMO	Self + 1 Non-IRS Qualified + 1 Qualified Dependent	<input type="radio"/>	744.32	200.00
Western Health Advantage Extra Help HMO	Self	<input checked="" type="radio"/>	133.68	200.00
	Coverage Declined	<input type="radio"/>		
	Coverage To Be Decided	<input type="radio"/>		

Corrections are needed to this plan selection. Please verify that you have added all eligible dependents, selected the correct plan and coverage level or declined coverage.

Please Note : **This coverage requires an answer to all of the mandatory questions in the SIGN ARBITRATION AGREEMENT in order to pass the validation process**

Upload Required Documentation

1. Select tab 3 **UPLOAD REQUIRED DOCUMENTATION**.

2. To upload the form or proof click on the folder icon



BENEFIT ELECTION OPTIONS **SELECT BENEFIT PLAN(S)** **UPLOAD REQUIRED DOCUMENTATION** **REVIEW AND SUBMIT ELECTIONS**

1 2 3 4

[How to Upload Documents](#)

1. Upload documentation by clicking on the appropriate folder icon below

Legal Guardianship :

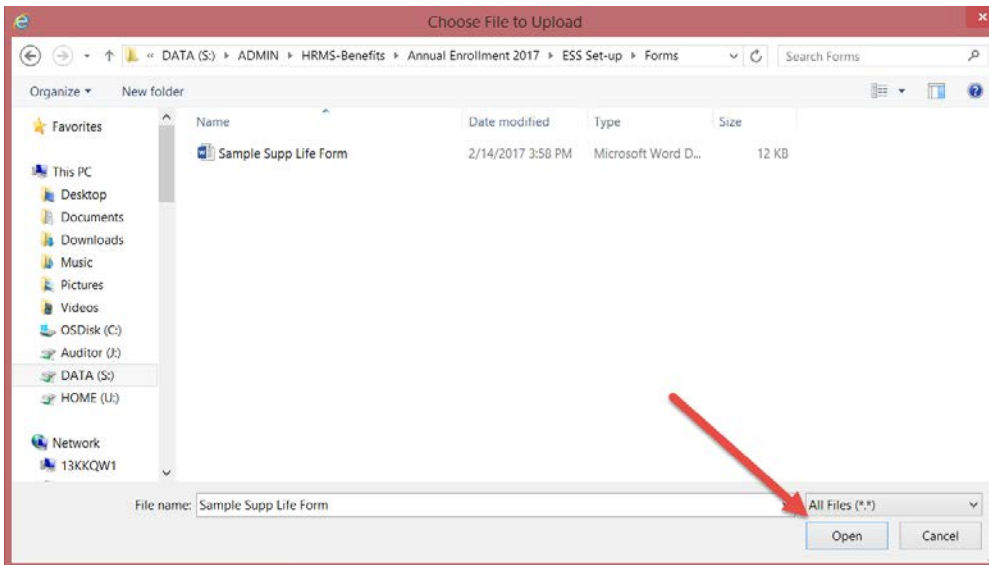
Beneficiary Form :

Supplemental Life :

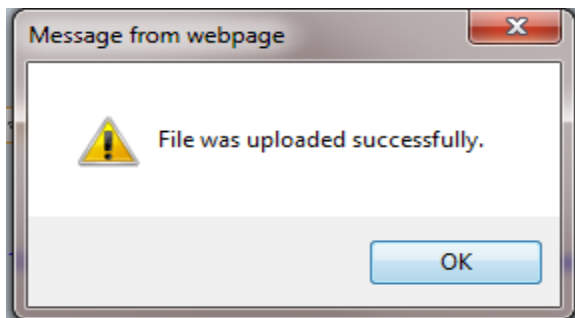
Sending Hard Copy : ☐

Only one document can be uploaded into each folder. To upload multiple pages, scan & save them into one document and then attach above in the appropriate folder.

3. Windows Explorer will appear as a pop-up, find the document on your computer and click on Open



4. You will receive a pop-up



5. The form name will show on tab 3.

BENEFIT ELECTION OPTIONS **SELECT BENEFIT PLAN(S)** **UPLOAD REQUIRED DOCUMENTATION** **REVIEW AND SUBMIT ELECTIONS**

1 2 3 4

[How to Upload Documents](#)

1. Upload documentation by clicking on the appropriate folder icon below

Legal Guardianship :

Beneficiary Form : **36415_Sample Supp Life Form.docx**

Supplemental Life :

Sending Hard Copy : ☐

Review and Submit Elections



The last step is to review and submit your elections.

1. Select tab 4 **REVIEW AND SUBMIT ELECTIONS**

BENEFIT ELECTION OPTIONS 1	SELECT BENEFIT PLAN(S) 2	UPLOAD REQUIRED DOCUMENTATION 3	REVIEW AND SUBMIT ELECTIONS 4	
1. Review the summary below. Then proceed to Step 2.				
Plan	Level of Coverage	Election Decision	Full-Time Employee Pay Period Deduction	Full-Time County Pay Period Contribution
WHA HMO MGT24	WHA SELF	Elected, No Change	83.68	250.00
DENTAL-B 24PP	Family Coverage	Elected, No Change	14.13	55.59
VISION 24PP	Family Coverage	Elected, With Changes	0.00	8.31
LIFE-DEPENDENT	Dependent Life	Elected, No Change	0.23	0.00
LIFE-SUPP CLASS5	Supplemental Life-Class 5 - 3 X BASIC	Elected, No Change	Refer to Annual Enrollment Booklet	

2. Select  **Submit Elections for Approval**

2. Please submit your elections for approval by clicking 'SUBMIT ELECTIONS FOR APPROVAL' below.

 **SUBMIT ELECTIONS FOR APPROVAL** 

*Note: Coverage may not be added or canceled for any individual after annual enrollment unless you experience a qualifying work or life status change.

If you have questions regarding your benefits call 707-565-2900 or email benefits@sonoma-county.org


We encourage you to review the [Annual Enrollment Website](#) to go over your plan options.

3. A text box will show on the screen that includes an Employee Authorization and Agreement. Click OK

DIALOG

CLOSE


Authorization and Agreement: I hereby elect the benefits I have electronically selected. I have read and understand the plan informational materials and I authorize the County of Sonoma to deduct the elected pre-tax Annual Election Amount during the plan year. Contributions withheld will be based on the Annual Election Amount and the number of pay periods remaining in the plan year. I understand that this election is binding and cannot be revoked or modified for the current plan year, except within 31 days of a qualifying event (e.g. marriage, divorce, birth). I further understand that any remaining funds will be forfeited in accordance with the current plan provisions and tax laws. You will electronically sign your election by clicking OK now.




OKCancel

4. You should now see a box that states your benefit elections have been successfully submitted. Click OK

Message from webpage

 BOEE_00012: Thank you for your enrollment! Your benefit elections have been successfully submitted.



OK

Congratulations! You have completed your Annual Enrollment elections. Look for an email from HR Benefits in May confirming your June 1st benefit plan enrollment.

No Changes Needed

Even though you may have no changes, we want you to log into ESS to view your dependent information and current elections to verify that everything looks correct.

Your prior benefit elections will rollover into the new plan year if you do not make changes.